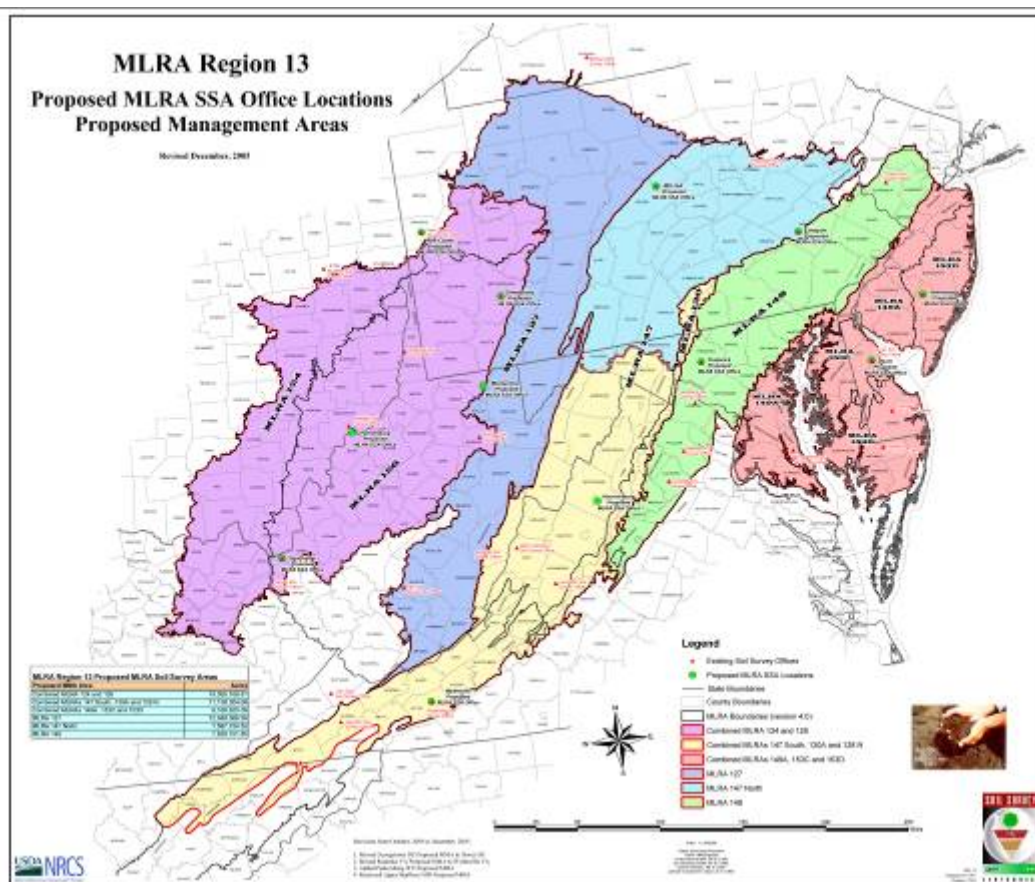


## MLRA SOIL SURVEY REGION 13



# Soil Survey Program Transition Plan



**Version - Revised:** March 2007

**Version - Final:** July 2006

**Presented by:** Stephen G. Carpenter

# Soil Survey Restructuring Plan

---

## The NRCS Chief's Challenge

Bruce Knight, Chief of the NRCS, has challenged the State Conservationists and the leaders of the Soil Survey Program to “Find a better way to do Soil Survey”. “Soil Survey is the foundation for most conservation activities. Soil Survey information enables conservation to thrive in both the public and private sectors.”

The successful execution of this plan may be the Soil Survey Staff's last opportunity to remove provincial thought in the soil survey program across the United States where we still have 51 different state NASIS databases containing literally thousands of inconsistencies.

## MLRA Implementation Background

In 1995, NRCS reorganized the National Cooperative Soil Survey (NCSS) mapping program to a Major Land Resource Area (MLRA) basis in order to develop a seamless, high quality digital soil survey of the U.S. The 1995 reorganization divided the nation into 18 MLRA Soil Survey Regions and transferred the quality assurance function from the National Soil Survey Center (NSSC) to the 18 MLRA Regional offices (MOs) located in conjunction with State offices. Also at this time the quality control function was reassigned from the State Office to the Soil Survey Office. The MOs have responsibility for quality assurance for soil survey mapping and assuring quality and consistency across a broad geographic area that has similar soils with the goal of eliminating the mismatch in mapped soils at state and county boundaries.

The 18 MOs are generally functioning well; however, some adjustments are needed. MLRA Soil Survey Offices (SSOs) have been established in some states, but many of the leaders are working primarily within state and sometimes county boundaries. Many single county offices have only one or two soil scientists on staff. This restructuring plan establishes and provides staffing for seven (7) MLRA Soil Survey Offices in MLRA Soil Survey Region 13 staffed with 3 to 5 field soil scientists. This plan facilitates the transfer of the quality control function to the MLRA Soil Survey Offices.

## Implementation Actions

***NRCS will complete the following actions in order to fully implement the MLRA Soil Survey and to meet the needs of the Agency and the public***

1. Improve management efficiency by reorganizing and reducing offices. Offices will be reduced from 255 to approximately 146. Average staff size per office will increase to 3 to 5 people for maximum efficiency. This structure allows for seven (7) MLRA offices in MO-13. The existing 18 MO Offices will be streamlined with emphasis on quality assurance and training.
2. Improve productivity and quality by organizing survey crews by large multi-county and state geographic areas of similar kinds of soils, climate and land use.
3. Aggressively adopt new GIS, remote sensing, and landscape modeling technologies.
4. Increase existing partnerships and develop new partnerships with federal agencies, and target joint mapping on mixed federal and private lands to increase efficiency.
5. Make all soil survey publications available via the Web Soil Survey to reduce staff time in serving the public by enabling self-service, reducing publication costs, increasing access, usability, and the speed in which publications become available.

**MO-13 Summary.** The tables below contain all pertinent information regarding the restructuring and the implementation of the seven MLRA Project Offices in the MO-13 region. The following text outlines each state's narrative:

**Maryland.** Maryland will transition to the Frederick Office in FY-2008. They propose five (5) staff members at Frederick (13-5) and will fill these through vacancy announcements. As a result, all positions in Maryland on the table below are labeled as "Not Assigned". After the five positions are filled, there will be seven positions in Maryland to be placed during the third year for restructuring in 2009.

**New Jersey.** The office at Hammonton (13-7) is in place. New Jersey has one soil scientist on staff at this location and Maryland will be placing one staff year there to cover the update of St. Mary's County through a reimbursement running through 2010. The MLRA Project Leader was selected in March 2007.

**Delaware.** Delaware will maintain two staff years as outlined in the table below.

**Ohio.** Recent transfers have resulted in the Marietta MLRA Project Office to be entirely vacant. Ohio proposes to fill all vacancies by vacancy announcement and move Dan Benyei from Massillon to Marietta in June of 2007. The remaining vacancies provide placement for other soil scientists in the area for 2008 and 2009.

**Virginia.** Considerable initial mapping remains in southwest Virginia. This will result in a slow transition to the Roanoke MLRA Project Office. The MLRA Project Leader will be filled by vacancy announcement and filled after 10/1/2006. A GIS Specialist will join the staff after 10/1/2006. The remaining staff will be directed to Roanoke after initial mapping is done in other parts of the management area. As a result, soil scientists located in western Virginia involved in initial mapping will be assigned to MLRA OFFICE 13-4 (Roanoke) until further refinements can be made in 2008-2009.

**West Virginia.** Both the Huntington (13-2) and Morgantown (13-3) staff are consolidated and assigned in the table below. The Morgantown Staff is currently waiting on office space to become available. The Huntington office is currently in suitable quarters located in a modern USDA Service Center. The MLRA Project Leader will be announced through vacancy announcement after 10/1/2006. The Morgantown MLRA Project Leader position will be filled through directed reassignment from existing MO-13 staff. This will help to facilitate the staffing levels needed at the MO office.

**Pennsylvania.** The Leesport Office is in place with partial staff. Of the 13 soil scientist on staff, Pennsylvania was able to place four in MLRA Project Offices. This leaves nine positions to evaluate for restructuring after 2009.

**Kentucky.** Only one staff year affected by restructuring. Kentucky, for the most part, is managed out of MO-18 in Lexington.

TABLE 1. Proposed Staffing Plan

Name	Emp ID	Job Title	Located in MO	Office Type	occ_series	Region	State	grade	OIP ID	Duty Station	Proposed Office	Effective Date
King Phillip S	48973	Soil Scntst	13	SS	0470	East	DE	12	60624	GEORGETOWN SERVICE CENTER, (60624) DELAWARE	Same	10/1/2006
Shields Diane A	48974	SOIL SCNTST	13	SS	0470	East	DE	12	101076	DELAWARE STATE OFFICE (101076), DE	Same	10/1/2006
Moore Alan K	13235	SOIL SCNTST	13	SS	0470	East	KY	11	103194	LOUISA SERVICE CENTER (103194), KY	13-2	9/30/2007
Vasilas Lenore Matula	46919	SOIL SCNTST	13	SO/MO	0470	East	MD	13	105585	OTHER NRCS (105585), MD	Not Assigned	2008
Brewer James Edward	46924	SOIL SCNTST	13	SS	0470	East	MD	12	106016	TALBOT COUNTY SOIL SURVEY OFFICE (106016), MD	Not Assigned	2008
Cohen Valerie Jane	46909	SOIL SCNTST	13	SS	0470	East	MD	9	106276	PRINCE GEORGES COUNTY SOIL SURVEY OFFICE	Not Assigned	2008
Davis Susan Lamb	46923	SOIL SCNTST	13	SS	0470	East	MD	11	105178	CALVERT SOIL SURVEY OFFICE (105178), MD	Not Assigned	2008
Demas Susan Y	46877	Soil Scntst	13	SS	0470	East	MD	11	108079	SOIL SURVEY OFFICE NRCS (108079), MD	Not Assigned	2008
Earles Edward H	46886	SOIL SCNTST	13	SS	0470	East	MD	11	105178	CALVERT SOIL SURVEY OFFICE (105178), MD	Not Assigned	2008
Friend Aaron K	46880	SOIL SCNTST	13	SS	0470	East	MD	9	62621	ALLEGANY COUNTY SERVICE CENTER (62621), MD	Not Assigned	2008
Hanner Charles James	48971	Soil Scntst	13	SS	0470	East	MD	9	106016	TALBOT COUNTY SOIL SURVEY OFFICE (106016), MD	Not Assigned	2008
Kraft Joseph S	46984	Soil Scntst	13	SS	0470	East	MD	12	105176	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	13-6	2008
Piri Andy K E	46883	SOIL SCNTST	13	SS	0470	East	MD	9	107477	WOODBINE SOIL SURVEY OFFICE (107477), MD	Not Assigned	2008
Scott Mitchell Louis	12147	Soil Scntst	13	SS	0470	East	MD	9	106276	PRINCE GEORGES COUNTY SOIL SURVEY OFFICE (106276), MD	Not Assigned	2008
Verdone David R P	46933	SOIL SCNTST	13	SS	0470	East	MD	9	106276	PRINCE GEORGES COUNTY SOIL SURVEY OFFICE (106276), MD	Not Assigned	2008
Muniz Edwin	47054	SOIL SCNTST	13	AO	0470	East	NJ	12	101535	HAMMONTON TECHNICAL SUPPORT OFFICE (101535), NJ	13-7	10/1/2006

Name	Emp ID	Job Title	Located in MO	Office Type	occ_series	Region	State	grade	OIP ID	Duty Station	Proposed Office	Effective Date
Schoenagel III Frederick C	47057	Soil Scntst	13	AO	0470	East	NJ	12	101536	CLINTON TECHNICAL SUPPORT OFFICE (101536), NJ	No Change	RSS-Not Applicable
Griffin Richard J	14136	Res Soil Scntst	13	AO	0470	East	OH	12	107479	NRCS AREA OFFICE (107479), OH	No Change	RSS-Not Applicable
Dotson,Douglas B	14129	SOIL SCNTST	13	SS	0470	East	OH	12	103680	NEWARK SOIL SURVEY OFFICE	Not Assigned	See note Below** 2009
Gilmore Gordon M	14201	SOIL SCNTST	13	SS	0470	East	OH	11	101712	CHILLICOTHE, OH	No Change	RSS-Not Applicable
Craul Timothy A	2787	Soil Scntst	13	SO/MO	0470	East	PA	12	101549	UNIVERSITY PARK SOIL SURVEY OFFICE (101549), PA	No Change	Non-coop agreement with PSU
Hudak John R	2806	SOIL SCNTST	13	SO/MO	0470	East	PA	12	101137	PENNSYLVANIA STATE OFFICE (101137), PA	No Change	Assist. SSS
White Jr Edgar A	2805	SOIL SCNTST	13	SO/MO	0470	East	PA	13	101137	PENNSYLVANIA STATE OFFICE (101137), PA	No Change	SSS
Chibirka John David	2807	Soil Scntst	13	SS	0470	East	PA	12	65066	LEESPORT SERVICE CENTER (65066), PA	13-5	10/1/06
Fabian Christopher Joseph	12152	Soil Scntst	13	SS	0470	East	PA	11	102905	BLOOMSBURG TECHNICAL OFFICE (102905), PA	Not Assigned	5/2009
Irizarry Rivera Miladys N	43738	Soil Scntst	13	SS	0470	East	PA	9	65186	GREENSBURG SERVICE CENTER (65186), PA	Not Assigned	8/2009
Kejela Kefeni	70164	Soil Scntst	13	SS	0470	East	PA	9	65066	LEESPORT SERVICE CENTER (65066), PA	Not Assigned	9/30/2009
Knight William R	2815	Soil Scntst	13	SS	0470	East	PA	12	65186	GREENSBURG SERVICE CENTER (65186), PA	12-1	9/30/2009
Mcdevitt Jr Michael P	2785	SOIL SCNTST	13	SS	0470	East	PA	9	101356	MILL HALL SERVICE CENTER (101356), PA	Not Assigned	9/30/2009
Meyers Vicki M	56447	Soil Scntst	13	SS	0470	East	PA	9	65066	LEESPORT SERVICE CENTER (65066), PA	13-5	10/1/2006
Plowden Yuri K	68960	SOIL SCNTST	13	SS	0470	East	PA	9	101356	MILL HALL SERVICE CENTER (101356), PA	Not Assigned	9/30/2009
Swaldek Michael	61758	Soil Scntst	13	SS	0470	East	PA	9	65066	LEESPORT SERVICE CENTER (65066), PA	Not Assigned	1/2008
Brasfield,Debra K	47166	SOIL SCNTST	13	SS	0470	East	TN	11	101732	Not Listed (Columbia, TN)		
Freyman Jeannine C	12224	SOIL SCNTST	13	AO	0470	East	VA	12	104787	CHRISTIANSBURG AREA OFFICE (104787), VA	No Change	RSS-Not Applicable
Garst Fredrick M	12183	Soil Scntst	13	AO	0470	East	VA	12	104784	HARRISONBURG AREA OFFICE (104784), VA	No Change	RSS-Not Applicable
Heidel Louis W	12141	Soil Scntst	13	AO	0470	East	VA	12	104784	HARRISONBURG AREA OFFICE (104784), VA	No Change	RSS-Not Applicable

TRANSITION PLAN

Name	Emp ID	Job Title	Located in MO	Office Type	occ_series	Region	State	grade	OIP ID	Duty Station	Proposed Office	Effective Date
Adkins Thomas David	12217	Soil Scntst	13	SS	0470	East	VA	11	102714	RUSSELL COUNTY SOIL SURVEY OFFICE (102714), VA		2009
Conner Robert K	12172	Soil Scntst	13	SS	0470	East	VA	11	107523	WYTHEVILLE SOIL SURVEY OFFICE (107523), VA		2009
Cook Mary Ellen M	12230	Soil Scntst	13	SS	0470	East	VA	11	102711	ROCKBRIDGE PROGRESSIVE SOIL SURVEY OFFICE (102711), VA		2009
DAVIS ALETTA A.	92684	Soil Scntst	13	SS	0470	East	VA	9	107523	WYTHEVILLE SOIL SURVEY OFFICE (107523), VA		2009
Mohrmann Michele D	71425	Soil Scntst	13	SS	0470	East	VA	7	101572	HIGHLAND COUNTY SOIL SURVEY OFFICE (101572), VA		2009
Murray Sarah M	76647	Soil Scntst	13	SS	0470	East	VA	9	107523	WYTHEVILLE SOIL SURVEY OFFICE (107523), VA		10/1/2006
Thomas Jeffrey Ray	12218	Soil Scntst	13	SS	0470	East	VA	11	101570	GATE CITY SOIL SURVEY OFFICE (101570), VA	13-4	12/1/2006
Beard Jared C	46884	Res Soil Scntst	13	AO	0470	East	WV	12	66666	MOOREFIELD WATER QUALITY OFFICE (66666), WV	No Change	RSS-Not Applicable
Teets Steven J	21243	Res Soil Scntst	13	AO	0470	East	WV	11	103347	PHILIPPI STAFF OFFICE (103347), WV	No Change	RSS-Not Applicable
Cole Carlos P	21231	Res Soil Scntst	13	FO	0470	East	WV	12	102149	RIPLEY SERVICE CENTER (102149), WV	No Change	RSS-Not Applicable
Dilliplane Timothy A	21282	Soil Scntst	13	FO	0470	East	WV	11	108067	MCMECHEN SERVICE CENTER (108067), WV	Not Assigned	Local MOU until 2010
Pate Robert N	21272	RESOURCE SOIL SCIENTIST	13	FO	0470	East	WV	12	103344	BECKLEY STAFF OFFICE (103344), WV	No Change	RSS-Not Applicable
Bell James Whitesell	21290	Soil Scntst	13	SO/MO	0470	East	WV	12	102700	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Incumbent
Carpenter Stephen G	21308	SOIL SCNTST	13	SO/MO	0470	East	WV	14	102700	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Incumbent
Flegel Donald Gregory	21312	Soil Scntst	13	SO/MO	0470	East	WV	12	102716	HARRISONBURG AREA OFFICE (104784), VA	VA	10/1/2006
Jones Michael D	57252	Soil Scntst	13	SO/MO	0470	East	WV	12	102700	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Incumbent
Kingsbury David H	21259	SOIL SCNTST	13	SO/MO	0470	East	WV	12	102700	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Incumbent
Noll Wendy J	21217	Soil Scntst	13	SO/MO	0470	East	WV	11	102700	WEST VIRGINIA STATE OFFICE (102700), WV	13-3	10/1/07
Topalanchik Alex R	21306	SOIL SCNTST	13	SO/MO	0470	East	WV	12	102700	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Retired 10/06
Van Lear Mark Allen	12194	Soil Scntst	13	SO/MO	0470	East	WV	12	102700	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Transferred to VA 12/06

Name	Emp ID	Job Title	Located in MO	Office Type	occ_series	Region	State	grade	OIP ID	Duty Station	Proposed Office	Effective Date
CBaker Steven William	73202	Soil Scntst	13	SS	0470	East	WV	9	103347	PHILIPPI STAFF OFFICE (103347), WV	13-3	10/1/2007
Cunningham Debra Deitz	88498	Soil Scntst	13	SS	0470	East	WV	5	5140	HUNTINGTON SERVICE CENTER (5140), WV	13-2	10/1/2006
Jones Richard David	21236	Soil Scntst	13	SS	0470	East	WV	11	5140	HUNTINGTON SERVICE CENTER (5140), WV	13-2	10/1/2006
O Neill Eileen	73206	Soil Scntst	13	SS	0470	East	WV	9	106723	MLRA SOUTH (106723), WV	13-3	10/1/2007
Sattler Aron Robert	67458	Soil Scntst	13	SS	0470	East	WV	7	106723	MLRA SOUTH (106723), WV	13-3	10/1/2007

## **Staff structure**

### *MLRA Regional Office (MO-13)*

The MO-13 office will transition to the new staffing structure beginning October 1, 2006 and continue through 2008. The staff will be reorganized through natural attrition to include retirement, transfer, merit promotion, and directed reassignment. The current staff of six soil data quality specialists will be reduced to two, one of which will serve as data steward for the region. In addition, two new positions will be developed to include a senior regional soil scientist and a geomorphologist. We will also include a web publication specialist to address the need for a more demanding and growing web content soil survey. This will be a transitional position to meet the need for processing the initial soil survey areas in western Virginia and elsewhere in the country.

In order to equal and maintain the traditional soil in a web format, we must maintain a small cadre of publication specialists either centrally located or as part of the MO staff serving many states MO-13 will also employ a forester for the region with a staff sharing agreement with Virginia based on an 80/20 split of duties (Virginia will pay 80% of salary and benefits). The editor and remaining soil data quality specialist positions will become incumbent positions and will not be filled upon becoming vacant. It is possible that some of the soil data quality positions will migrate to the MLRA project leader positions as they become available.



TABLE 2. Existing Staffing Plan for MO-13 Office

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station (OPID)	Proposed Office	Proposed Effective Date
Bell James Whitesell	21290	Soil Scntst	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/1/2007
Carpenter Stephen G	21308	SOIL SCNTST	13	SO/MO	East	WV	14	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	incumbent
Chase Deborah Lea	21169	Geologist - Publications	13	SO/MO	East	WV	11	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	incumbent
Flegel Donald Gregory	21312	Soil Scntst	13	SO/MO	East	WV	12	BUCKEYE SOIL SURVEY OFFICE (102716), WV	13-4	10/1/2006
Jones Michael D	57252	Soil Scntst	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	incumbent
Kingsbury David H	21259	SOIL SCNTST	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	incumbent
Mclane Laura L	21307	SECY	13	SO/MO	East	WV	05	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	incumbent
Meierdierks Suzann M	21226	Editor	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Incumbent
Noll Wendy J	21217	Soil Scnts - Geospatial	13	SO/MO	East	WV	11	WEST VIRGINIA STATE OFFICE (102700), WV	13-3	10/1/2007
Topalanchik Alex R	21306	SOIL SCNTST	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	Incumbent
Van Lear Mark Allen	12194	Soil Scntst	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	incumbent

TABLE 3. Proposed Staffing Plan for MO-13 Staff at Full Implementation

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station (OPID)	Proposed Office	Proposed Effective Date
	21308	MO Leader	13	SO/MO	East	WV	14	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/1/2009
	21259	Senior Regional Soil Scientist - Correlation	13	SO/MO	East	WV	13	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/1/2009
	57252	Soil Data Quality Specialist- Geomorphologist	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/1/2009
See note below	21169	Publication Specialist	13	SO/MO	East	WV	11	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/12/2009
	21307	Admin Assistant	13	SO/MO	East	WV	05	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/1/2009
See note below	21312	Forester 30% share with VA	13	SO/MO	East	VA	12	HARRISONBURG, VA SERVICE CENTER	MO-13	10/1/2006
	12194	Geodata/Data Steward	13	SO/MO	East	WV	12	WEST VIRGINIA STATE OFFICE (102700), WV	MO-13	10/1/2009

*NOTE: The publication specialist is a transitional position and will likely become incumbent as the technology becomes mature. There is the consideration for publications in the pipeline. The forester position is part of an 80/20 staff share with the Virginia State Office. Forester will work with Virginia 80% and MO-13 20% of the time.*

### *MLRA Soil Survey Offices (SSO)*

The SSOs are responsible for conducting soil surveys for their assigned geographic areas. In MO-13, these areas range in size from about 8 million acres in MLRA-147 (North) to over 12 million acres in MLRA-127. The regional average is 9.5 million acres in size for each management area. Additional functions include:

- Leading a technical team which includes state or multi-state staff, cooperators, NRCS field staff, resource soil scientists, and others to establish priorities and coordinate technical activities
- Periodically completing a review of new soil survey area data
- Publishing to the Web Soil Survey as areas are completed and reviewed

Typically the SSO will have a staff of 3 to 5 soil scientists. There may also be other staff such as range, forestry, biology, GIS, and Remote Sensing specialists. The MLRA Soil Survey Leader is a GS-12 and staff members are GS-5 through 11. The Leader is a key position in the new organization. They are responsible for balancing production and quality needs of the states they serve. They also must be skilled in leadership and human relations.

The MO-13 area will administer seven MLRA Project Offices. The location and reference number are outlined below:

- |                                     |                                  |
|-------------------------------------|----------------------------------|
| 1. Marietta, Ohio (13-1)            | 4. Roanoke, Virginia (13-4)      |
| 2. Huntington, West Virginia (13-2) | 5. Leesport, Pennsylvania (13-5) |
| 3. Morgantown, West Virginia (13-3) | 6. Frederick, Maryland (13-6)    |
| 7. Hammonton, New Jersey (13-7)     |                                  |

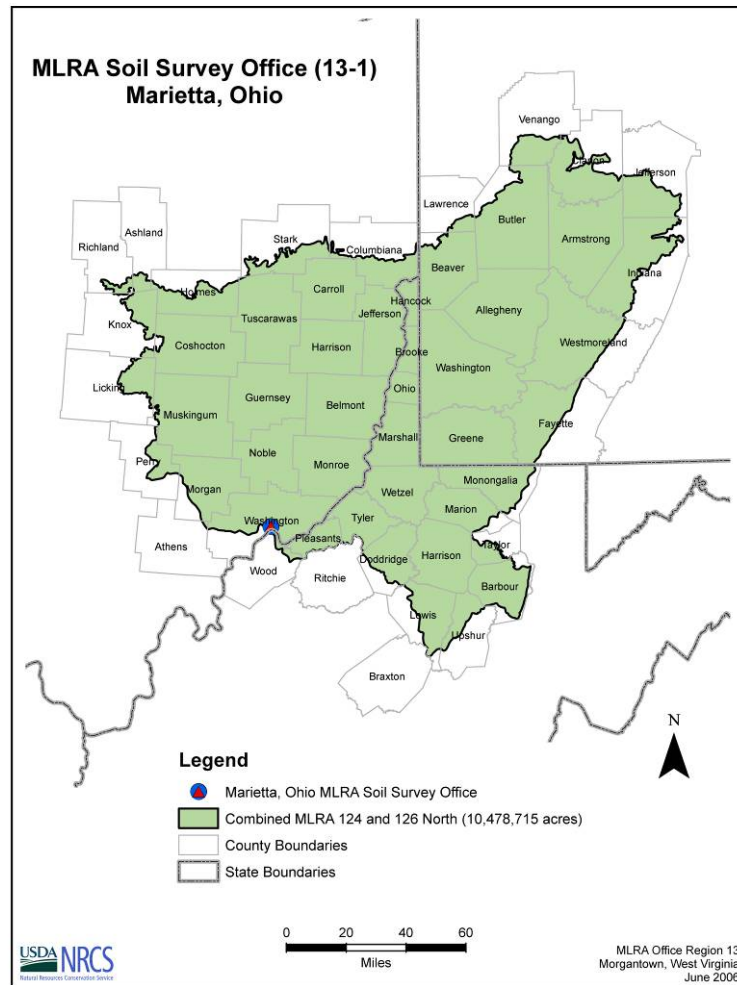


TABLE 4. This is an established MLRA office with full functionality to include small laboratory space in a new, modern USDA Service Center. All existing positions with the exception of one are currently vacant and were vacant prior to the restructuring plan. MLRAPL vacancy announcement will be needed as soon as possible after 10/1/06.

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station/OP ID	Proposed Effective Date
Merit Promotion Vacancy Announcement		MLRA Project Leader	13	MLRA	Midwest	OH	12	MARIETTA SOIL SURVEY OFFICE (101712), OH	10/1/2006
Vacant		Senior MLRA Soil Scientist	13	SO/MO	Midwest	OH	11	MARIETTA SOIL SURVEY OFFICE (101712), OH	10/1/2006
Vacant		Soil Scientist	13	SO/MO	Midwest	OH	09	MARIETTA SOIL SURVEY OFFICE (101712), OH	10/1/2006
Dan Benyei		Soil Scientist	13	SO/MO	Midwest	OH	07	MARIETTA SOIL SURVEY OFFICE (101712), OH	6/1/2007

MLRA Soil Survey Office 13-2 – Huntington, West Virginia

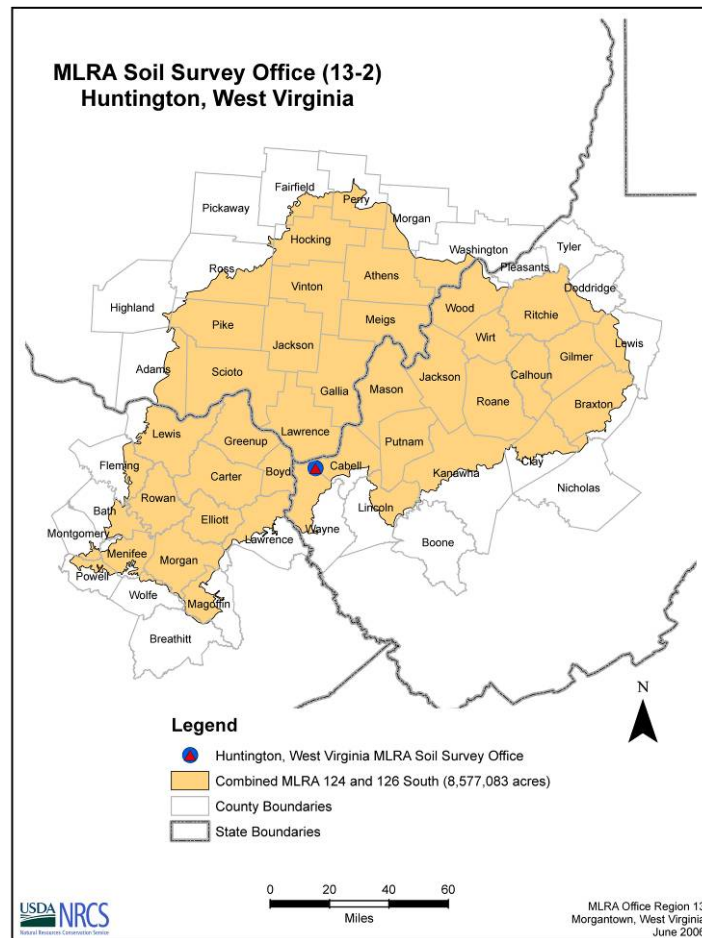


TABLE 5. This is an established MLRA office with full functionality in a modern USDA Service Center. Staffing needs are a vacancy announcement for the MLRA Project Leader soon after 10/1/06.

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station/OP ID	Proposed Effective Date
Merit Promotion Vacancy Announcement		MLRA Project Leader	13	MLRA	East	WV	12	HUNTINGTON SERVICECENTER (5140), WV	10/1/2006
Rick Jones	21236	Senior MLRA Soil Scientist	13	MLRA	East	WV	11	HUNTINGTON SERVICECENTER (5140), WV	10/1/2006
Alan Moore	13235	Soil Scientist	13	MLRA	East	WV	11	HUNTINGTON SERVICECENTER (5140), WV	10/1/2006
Debbie Cunningham		Soil Scientist	13	MLRA	East	WV	07	HUNTINGTON SERVICECENTER (5140), WV	10/12/2006

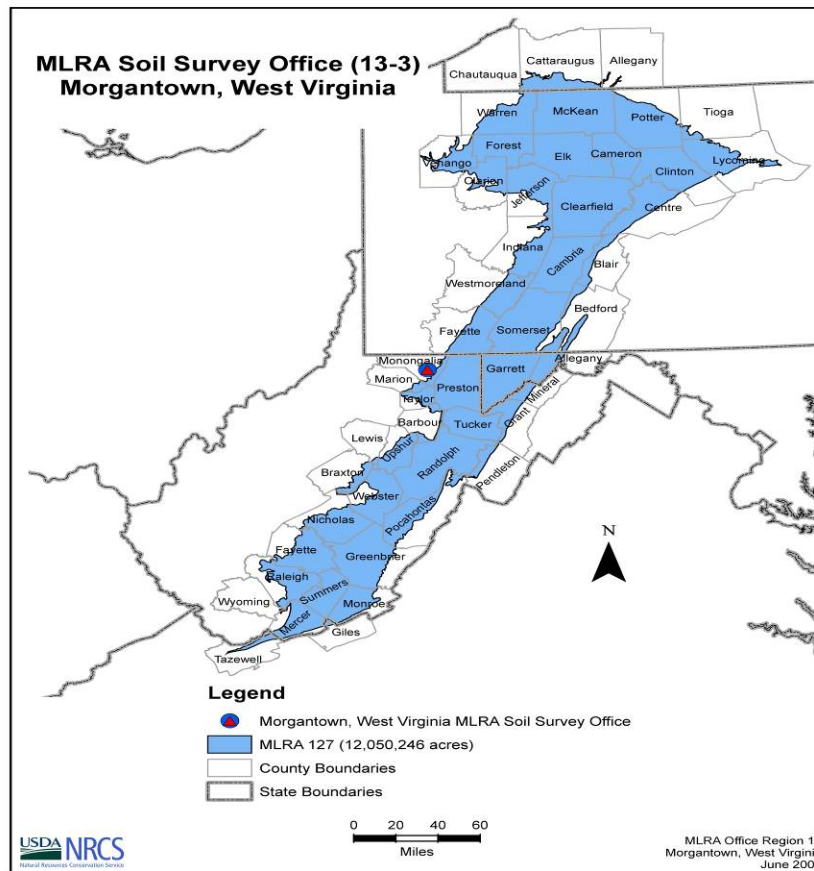


TABLE 6. This office is a result of moving the existing MLRA-127 office to a location central to MLRA-127 as a whole combining two existing offices. Office space is currently being reviewed and will be available by October 1, 2007. This office is fully staffed with a MLRA Project leader to be reassigned from MO-13 staff.

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station	Proposed Effective Date
Directed Reassignment or Vacancy Announcement		MLRA Project Leader	13	MLRA	East	WV	12	Office Space – Morgantown Area	10/1/2006
Steve Baker	21236	Senior MLRA Soil Scientist	13	MLRA	East	WV	11	Office Space – Morgantown Area	10/1/2006
Eileen O'Neill	13235	Soil Scientist	13	MLRA	East	WV	11	Office Space – Morgantown Area	10/1/2006
Aron Sattler		Soil Scientist	13	MLRA	East	WV	07	Office Space – Morgantown Area	10/12006
Wendy Noll		Soil Scientist - Geodata	13	MLRA	East	WV	11	Office Space – Morgantown Area	10/12006

MLRA Soil Survey Office 13-4 – Roanoke, Virginia

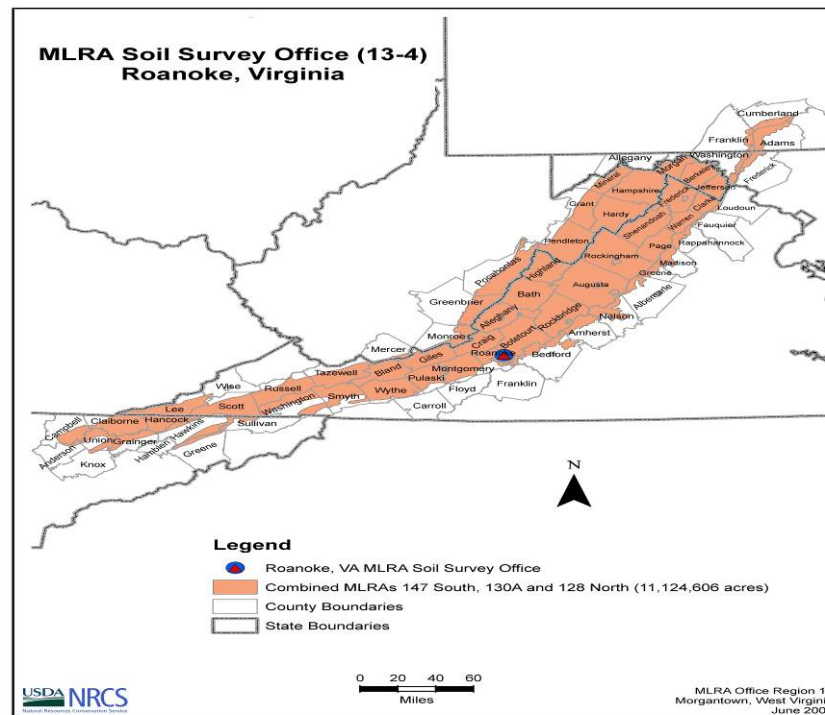


TABLE 7. This is a new office. Office space is currently being negotiated with the U.S. Forest Service. There is considerable initial soil survey work remaining in western Virginia; this office will be slower to migrate from projects underway in other parts of the management area. The MLRA Project Leader will be announced/filled first along with a geospatial specialist. Others will follow as initial work is completed through 2010.

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station	Proposed Effective Date
Jeff Thomas		MLRA Project Leader	13	MLRA	East	WV	12	Office Space – Roanoke with USFS	10/1/2006
Vacant		Senior MLRA Soil Scientist	13	MLRA	East	WV	11	Office Space – Roanoke with USFS	10/1/2009
Vacant		Soil Scientist	13	MLRA	East	WV	07	Office Space – Roanoke with USFS	10/12/2006
Charl Walker		Geodata Specialist	13	MLRA	East	WV	09	Office Space – Roanoke with USFS	10/12/2006

MLRA Soil Survey Office 13-5 – Leesport, Pennsylvania

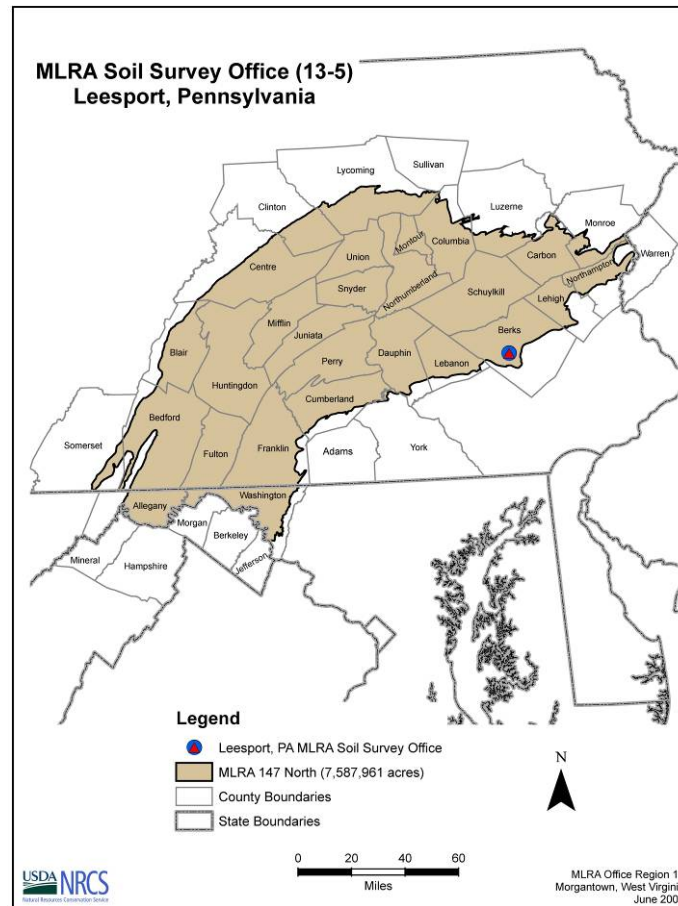


TABLE 8. This is an established, fully functional MLRA office that serves the northern part of MLRA-147.

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station (OPID)	Proposed Effective Date
Chibirka, John David	2807	MLRA Project Leader	13	MLRA	East	WV	12	LEESPORT SERVICE CENTER (65066), PA	10/1/2006
Vacant		Soil Scientist	13	MLRA	East	WV	11	LEESPORT SERVICE CENTER (65066), PA	10/1/2006
Meyers, Vicki M.	56447	Soil Scientist	13	MLRA	East	WV	09	LEESPORT SERVICE CENTER (65066), PA	10/1/2006
		Soil Scientist	13	MLRA	East	WV	09	LEESPORT SERVICE CENTER (65066), PA	10/12/2006
		Soil Scientist Geodata	13	MLRA	East	WV	11	LEESPORT SERVICE CENTER (65066), PA	10/12/2006



MLRA Soil Survey Office 13-6 – Frederick, Maryland

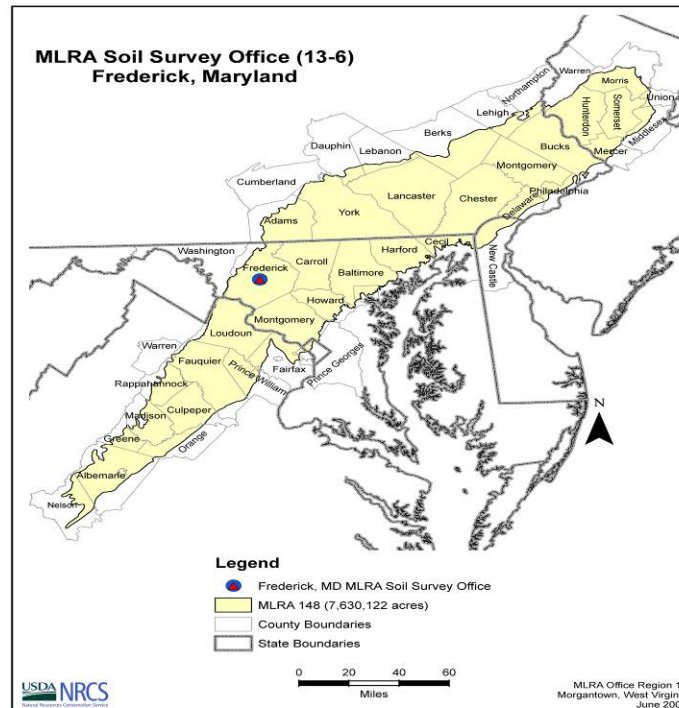
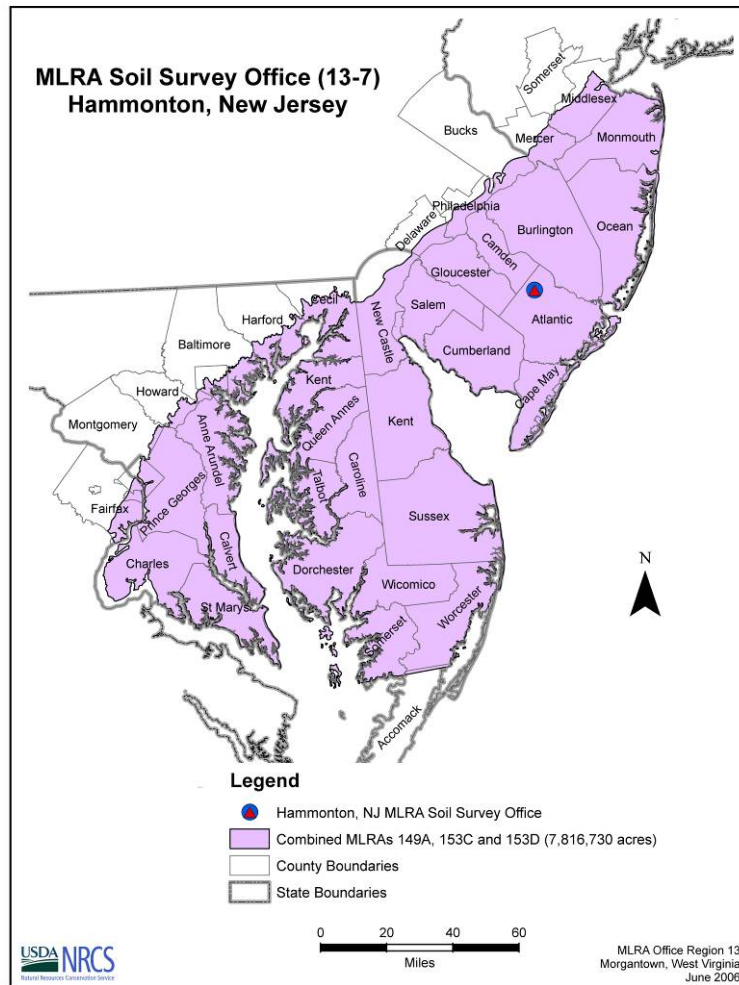


TABLE 9. The below listed positions will be announced through vacancy announcements and each of the soil scientists in Maryland will have to compete for the listed positions:

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station	Proposed Effective Date
Vacancy Announcement		MLRA Project Leader	13	MLRA	East	MD	12	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	10/1/2006
Vacancy Announcement		Senior MLRA Soil Scientist	13	MLRA	East	MD	11	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	10/1/2006
Vacancy Announcement		Soil Scientist	13	MLRA	East	MD	11	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	10/1/2006
Vacancy Announcement		Soil Scientist	13	MLRA	East	MD	07	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	10/12/2006
Vacancy Announcement		Soil Scientist Geodata	13	MLRA	East	MD	11	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	10/12/2006
Vacancy Announcement		Soil Scientist	13	MLRA	East	MD	09	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	10/1/2006



**TABLE 10.** Proposed Staffing Plan for MLRA Office 13-7:

Name	Emp ID	Job Title	Located in MO	Office Type	Region	State	grade	Duty Station	Proposed Effective Date
Edwin Muniz	47054	MLRA Project Leader	13	MLRA	East	WV	12	HAMMONTON TECHNICAL SUPPORT OFFICE (101535), NJ	10/1/2006
Vacant		Senior MLRA Soil Scientist	13	MLRA	East	WV	11	HAMMONTON TECHNICAL SUPPORT OFFICE (101535), NJ	10/1/2006
Vacant		Soil Scientist	13	MLRA	East	WV	11	HAMMONTON TECHNICAL SUPPORT OFFICE (101535), NJ	10/1/2006
Vacant		Soil Scientist	13	MLRA	East	WV	12	HAMMONTON TECHNICAL SUPPORT OFFICE (101535), NJ	10/12006

**TABLE 11.** Office Transition as it relates to SSR-ID

MO	ST	Duty Station	Employees in Offices to Close	Employees in Proposed Offices	Current Staff	Final Staff	SSR_ID	Transition Fiscal Year
13	MD	ALLEGANY COUNTY SERVICE CENTER (62621), CUMBERLAND, MD	1	0	1	0	Not Determined	2007
13	PA	BLOOMSBURG TECHNICAL OFFICE (102905), PA	1	0	1		MOU Commitment Susquehanna Co. Office Lease ends 5/09	
13	MD	CALVERT SOIL SURVEY OFFICE (105178), MD	2	0	2	0	Not Determined	2007
13	DE	DELAWARE STATE OFFICE (101076), DE	1	0	1	1	Not Determined	2007
13	WV	ELKINS SOIL SURVEY OFFICE (106359), WV	1	0	1	0	13-3	2007
13	MD	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	0	1	1		13-6	2007
13	VA	GATE CITY SOIL SURVEY OFFICE (101570), VA	1	0	1	0	13-4	2007
13	PA	GREENSBURG SERVICE CENTER (65186), PA	2	0	2	0	MOU Commitments in Clarion, Indiana, Fayette Cos. PA To end 8/04/09	
13	VA	HIGHLAND COUNTY SOIL SURVEY OFFICE (101572), VA	1	0	1	1	Current initial SS Office	2009
13	WV	HUNTINGTON SERVICE CENTER (5140), WV	0	2	2		13-2	2007
13	PA	LEESPORT SERVICE CENTER (65066), PA	0	4	4		13-5	
13	KY	LOUISA SERVICE CENTER (103194), KY	1	0	1	0	13-2	2007
13	OH	MARIETTA SOIL SURVEY OFFICE (101712), OH	0	0	0	4	13-1	2007
13	PA	MILL HALL SERVICE CENTER (101356), PA	2	0	2	2	Not Determined	
13	WV	MLRA SOUTH (106723), OAK HILL, WV	3	0	3	0	13-3	2007

TRANSITION PLAN

	ST	Duty Station	Employees in Offices to Close	Employees in Proposed Offices	Current Staff	Final Staff	SSR_ID	Transition Fiscal Year
13	WV	PHILIPPI STAFF OFFICE (103347), WV	2	0	2		13-3	2007
13	MD	PRINCE GEORGES COUNTY SOIL SURVEY OFFICE (106276), MD	3	0	3	3	Not Determined	2009
13	VA	ROCKBRIDGE PROGRESSIVE SOIL SURVEY OFFICE (102711), VA	1	0	1		Initial Soil Survey Office in progress Migrate after 2009	2009
13	MD	SOIL SURVEY OFFICE NRCS (108079), SALISBURY, MD	1	0	1		Not Determined	
13	MD	TALBOT COUNTY SOIL SURVEY OFFICE (106016), MD	2	0	2		Not Determined	
13	MD	WOODBINE SOIL SURVEY OFFICE (107477), MD	1	0	1		Not Determined	
13	VA	WYTHEVILLE SOIL SURVEY OFFICE (107523), VA	2	0	2	0	13-4	2006**

\*\* Wytheville. Of the two staff, 1 will go to MO-13 Office 13-4 and one to MO-14 Office 14-7.

**TABLE 12. Business Case Justification**

The table below shows the current duty stations and the staffing numbers for the staff currently in these locations in MO-13. It shows the MLRA Soil Survey Office they will be assigned to and the transition year.

MO	ST	OFFICE/LOCATION	Business Case Justification	SSR_ID	Transition Fiscal Year
13	MD	ALLEGANY COUNTY SERVICE CENTER (62621), CUMBERLAND, MD	Office space location inconsistent with Agency program goals		
13	PA	BLOOMSBURG TECHNICAL OFFICE (102905), PA	Office space location inconsistent with Agency program goals		
13	MD	CALVERT SOIL SURVEY OFFICE (105178), MD	Office space location inconsistent with Agency program goals		
13	DE	DELAWARE STATE OFFICE (101076), DE	No change	None	
13	WV	ELKINS SOIL SURVEY OFFICE (106359), WV	Office moved – inadequate space for staff	13-3	2007
13	MD	FREDERICK COUNTY SOIL SURVEY OFFICE (105176), MD	No change – location for MLRA Project Office – space still inadequate	13-6	
13	VA	GATE CITY SOIL SURVEY OFFICE (101570), VA	Field work in area completed- lease will not be renewed	13-4	2007
13	PA	GREENSBURG SERVICE CENTER (65186), PA	Office space location inconsistent with Agency program goals		
13	VA	HIGHLAND COUNTY SOIL SURVEY OFFICE (101572), VA	Currently survey office for initial soil survey	13-4	2009
13	WV	HUNTINGTON SERVICE CENTER (5140), WV	No change. Will serve as MLRA project office for MLRA-126 South	13-2	2007
13	PA	LEESPORT SERVICE CENTER (65066), PA	No change; will serve as MLRA Project office 13-5	13-5	2007
13	KY	LOUISA SERVICE CENTER (103194), KY	Office space location inconsistent with Agency program goals	13-2	2007

TRANSITION PLAN

				13-2	
13	OH	MARIETTA SOIL SURVEY OFFICE (101712), OH	No Change. Will serve as MLRA-126 North project office	13-1	2007
13	PA	MILL HALL SERVICE CENTER (101356), PA	Office space location inconsistent with Agency program goals		
13	WV	MLRA SOUTH (106723), OAK HILL, WV	Office Space inadequate for Agency Needs. Lease will not be renewed.	13-3	2007
MO	ST	Duty Station	Business Case Justification	SSR_ID	Transition Fiscal Year
13	WV	PHILIPPI STAFF OFFICE (103347), WV	Office space inadequate for Agency needs. Lease will not be renewed.	13-3	2007
13	MD	PRINCE GEORGES COUNTY SOIL SURVEY OFFICE (106276), MD			
13	VA	ROCKBRIDGE PROGRESSIVE SOIL SURVEY OFFICE (102711), VA	Office will remain open until initial soil survey is completed	Not Assigned	2009
13	MD	SOIL SURVEY OFFICE NRCS (108079), SALISBURY, MD			
13	WV	SUMMERSVILLE SOIL SURVEY OFFICE (102715), WV			
13	MD	TALBOT COUNTY SOIL SURVEY OFFICE (106016), MD			
13	MD	WOODBINE SOIL SURVEY OFFICE (107477), MD			
13	VA	WYTHEVILLE SOIL SURVEY OFFICE (107523), VA	Office space location inconsistent with Agency program goals		
13	DE	GEORGETOWN SERVICE CENTER	Office will remain open for technical soil services	N/A	N/A

